

**Bargaining Unit 3**  
**Non-Supervisory White Collar**  
**The Fresno City Employees Association, Inc. (FCEA)**

<b>Benefit</b>	<b>Description</b>
<b>Health &amp; Welfare: medical, dental and vision</b> (Employee and dependents)	As of 07/01/2011: City Contributes 80% of premium Employee Contributes 20% of premium If no employee contribution, medical benefits are reduced 25% PPO Plan Premium = \$985.00 City Contributes \$788.00 Employee Contributes \$197.00
<b>Retirement *</b>	City = 10.70% Employee (Average) = 5.53% (2%/year @ 55 w/5 years) DROP
<b>Life Insurance</b>	None
<b>Short Term Disability</b>	Provided through California SDI program
<b>Long Term Disability</b>	None
<b>Deferred Compensation</b>	Savings/Mutual Funds No City Contribution
<b>Holidays</b>	Holidays = 10 Birthday = 1 Personal Day = 2 (ID Techs and CSOs receive an additional 1.33 holiday hours per month)
<b>Vacation</b> (Days per year/Hours per month) (Available after 6 months)	1 – 4 years = 12/8 5 – 9 years = 13/8.667 10 – 19 years = 15/10 20+ years = 20/13.334
<b>Sick Leave</b> (Available after 6 months)	8 hours per month
<b>Family Sick Leave</b>	Up to 48 hours of accumulated sick leave per fiscal year
<b>Supplemental Sick Leave</b>	40 hours per fiscal year
<b>Uniform Allowance</b>	If required = \$30.00 per month CSOs, Fire Prevention Inspectors, and Life Skills instructors = \$66.00 per month ADC (Records), Police Data Trans, and Rangemaster/Armorer = \$41.66 per month
<b>Bilingual</b>	\$75 per month
<b>Workers' Compensation</b>	76% of compensation

**LEGEND:**

*	Net rate for City is 10.21% = partially offset by surplus investment earnings Employees Retirement System = Vested after completing 5 years of service
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